Status of Women

Annual Report

2016-2017

Alberta

Note to Readers:
Copies of the annual report are available on the Status of Women website www.statusofwomen.alberta.ca and at Alberta's Open Information Portal https://open.alberta.ca/publications/2371-2902

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ISBN 978-1-4601-3441-2 (Print)
ISBN 978-1-4601-3442-9 (PDF)
ISSN 2371-2899 (Print)
ISSN 2371-2902 (Online)

June 2017

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PREFACE

The Public Accounts of Alberta are prepared in accordance with the *Financial Administration Act* and the *Fiscal Planning and Transparency Act*. The Public Accounts consist of the annual report of the Government of Alberta and the annual reports of each of the 21 ministries.

The annual report of the Government of Alberta contains ministers' accountability statements, the consolidated financial statements of the province and *Measuring Up* report, which compares actual performance results to desired results set out in the government's strategic plan.

This annual report of the Ministry of Status of Women contains the minister's accountability statement, the audited financial statements of the ministry and a comparison of actual performance results to desired results set out in the ministry business plan. This ministry annual report also includes other financial information as required by the *Financial Administration Act* and *Fiscal Planning and Transparency Act*, either as separate reports or as a part of the financial statements, to the extent that the ministry has anything to report.

Minister's Accountability Statement

The ministry's annual report for the year ended March 31, 2017, was prepared under my direction in accordance with the *Fiscal Planning and Transparency Act* and the government's accounting policies. All of the government's policy decisions as at June 1, 2017 with material economic or fiscal implications of which I am aware have been considered in the preparation of this report.

[Original signed by]

Honourable Minister Stephanie McLean
Minister of Status of Women

Message from the Minister

This annual report closes Status of Women's first fully-operational year of helping government and community organizations increase women's safety, economic security and leadership.

It has been an extraordinary year for our small ministry to create a solid foundation of public servants who are familiar with principles of gender equality and are able to implement them when planning or reviewing government policies, programs and legislation. Status of Women uses Gender-Based Analysis Plus (GBA+), a tool used around the world that helps organizations see who benefits and who is left behind by the decisions made.

This year, we have trained more than 1,500 public servants in GBA+ and that number keeps growing, because our government has committed to include GBA+ in our work. We need expertise across government, so we are helping to establish GBA+ Centres of Responsibility in every department.

We established a community grant program this year and the response was tremendous. Nearly 270 not-for-profit and charitable organizations applied, seeking $14 million to fund local projects that will help women and girls. $14 million is nearly twice our ministry's entire budget, so we worked carefully to increase our original grants budget of $500,000 to more than $1.5 million. That helped us put money back into more communities and more projects that will lead to homegrown solutions.

We hope to see more women run in municipal elections this year. Women currently hold only 26 per cent of municipal council positions, and this does not reflect Alberta. For the best person to be elected to the position, more women need to run for office. Our Ready for Her tour and web guide have helped to encourage more women to see themselves as leaders in their communities.

We have made a long-term commitment to help women and girls live without the barriers that slow their progress to full participation in Alberta's economy and leadership. We are also committed to making Alberta a safer place for women and girls. In one short year, we are starting to see what is possible when we work together to advance gender equality.

[Original signed by]

Honourable Minister Stephanie McLean
Minister of Status of Women

Management's Responsibility for Reporting

The executives within the ministry have the primary responsibility and accountability for the ministry. Collectively, the executives ensure the ministry complies with all relevant legislation, regulations and policies.

Ministry business plans, annual reports, performance results and the supporting management information are integral to the government's fiscal and strategic plan, annual report, quarterly reports and other financial and performance reporting.

Responsibility for the integrity and objectivity of the financial statements and performance results for the ministry rests with the Minister of Status of Women. Under the direction of the minister, I oversee the preparation of the ministry's annual report, including financial statements and performance results. The financial statements and the performance results, of necessity, include amounts that are based on estimates and judgments. The financial statements are prepared in accordance with Canadian public sector accounting standards. The performance measures are prepared in accordance with the following criteria:

- Reliability – information used in applying performance measure methodologies agrees with the underlying source data for the current and prior years' results.
- Understandability – the performance measure methodologies and results are presented clearly.
- Comparability – the methodologies for performance measure preparation are applied consistently for the current and prior years' results.
- Completeness – outcomes, performance measures and related targets match those included in the ministry's Budget 2016.

As deputy minister, in addition to program responsibilities, I am responsible for the ministry's financial administration and reporting functions. The ministry maintains systems of financial management and internal control, which give consideration to costs, benefits and risks that are designed to:

- provide reasonable assurance that transactions are properly authorized, executed in accordance with prescribed legislation and regulations, and properly recorded so as to maintain accountability of public money;
- provide information to manage and report on performance;
- safeguard the assets and properties of the province under ministry administration;
- provide Executive Council, the President of Treasury Board and Minister of Finance, and the Minister of Status of Women the information needed to fulfill their responsibilities; and
- facilitate preparation of ministry business plans and annual reports required under the *Fiscal Planning and Transparency Act*.

In fulfilling my responsibilities for the ministry, I have relied, as necessary, on the executives within the ministry.

[Original signed by]

Lisa Tchir
Acting Deputy Minister of Status of Women
June 1, 2017

Results Analysis

Ministry Overview

In 2016-17, the Ministry of Status of Women (the ministry) led the government's strategy to advance gender equality in Alberta. Women in Alberta continue to experience a high gender income gap, high rates of gender-based violence and low levels of representation in positions of leadership in public and private sectors. Lack of gender-disaggregated data about the lived experience of women in Alberta makes it difficult to develop evidence-based policy to advance gender equality.

Increased gender equality helps to meet the Government of Alberta's (GoA) strategic priorities. For example, when women participate fully, conditions are met for a diversified economy that creates jobs and opportunities for all Albertans. Increasing equality of outcomes between women and men, implementing mechanisms to advance gender equality, and ending gender-based violence, we are closer to the goal of safe and inclusive communities that embrace fairness and equality of opportunity. When women in need are supported through childcare and reduction of other barriers to employment, when minimum wage is a living wage, and survivors of gender-based violence have access to supports they need, we come closer to an Alberta with sustainable and accessible services and social supports. The government's long-term commitment to these strategic priorities involves a long-term commitment to advancing gender equality.

Desired Outcomes in 2016-17

Gender equality is integrated in engagement, development and implementation of policy and programs to support the self determination of women and girls in all their diversity.	Public and private institutions, communities and Albertans are actively engaged in creating the conditions that ensure equality for women and girls in all their diversity.

Key policy areas of focus

Women's economic security, including child care	Women's leadership and democratic participation	Ending violence against women and girls

The ministry includes two operational divisions that are supported by Communications and Corporate Services: Gender Equality and Advancement; and Gender Policy, Strategy, and Innovation. This ministry structure was formalized in 2016-17 to position the ministry to support government-wide mainstreaming of gender equality in all policy areas and to engage with community partners with respect to this mandate. The ministry is primarily a policy-focused ministry with limited capacity to provide direct programming.

The ministry's budget for 2016-17 was $7.55 million dollars, with actual spending of $7.0 million ending March 31, 2017. The ministry's largest expenses were salaries, wages and employee benefits; supplies and services; and grants. See Financial Statements for detail.

Gender Equality and Advancement

Engaging with government partners to expand capacity in the GoA to use Gender-Based Analysis Plus (GBA+) and monitor and evaluate its use, this division also works with community partners on issues related to the mandate, and with researchers and analysts to provide evidence for policy development based on the lived experience of women in Alberta. The division enhances community capacity to advance gender equality and help government better understand gendered issues.

Gender Policy, Strategy and Innovation

This division works towards the outcome of improved position and conditions for women in Alberta in relation to economic security, violence against women and girls, and women's leadership and democratic participation, largely through policy support to other ministries, and shared initiatives with other orders of government and nongovernmental and community organizations.

Corporate Services

Corporate Services provides strategic, operational, business and financial support to the work of the ministry. Being the smallest ministry in the GoA, and in an effort to use staffing resources wisely, the ministry signed Memoranda of Understanding with other ministries to support financial, procurement, human resources and information technology services, in addition to services to support the ministry's compliance with Freedom of Information and Privacy legislation and records management.

Communications

This team supports the ministry to share information about gender equality, connects people to resources and provides strategic communications planning and media relations support to the department and the minister.

Reader's Guide

Gender inequality is a complex issue and solutions require collaboration between orders of government, communities and the private sector. The 2016-17 year was noteworthy for the ministry as a time of building relationships and systems within government and with external organizations to advance gender equality in Alberta.

It is challenging to measure short- term success on the long-term commitment of advancing gender equality in Alberta, especially in the first full year of operations for a ministry working in an area of policy development not previously approached in a systematic way by a provincial government in Alberta. Three of five performance measures have no historical data for comparison. For those measures where a year-to-year comparison of results is not possible, discussion is included in this report about how and why targets differed from actual results.

One performance measure has no data for 2016-17. The ministry had planned to report on the percentage of Status of Women grant recipients reporting positive outcomes for women and girls within six months of receipt of funds. However, grants were not disbursed until the end of the fiscal year, making this reporting impossible. Processing the applications took longer than anticipated due to the unexpectedly large pool of applicants and the challenges with running a program in its premier year with lean staffing. The ministry wanted to initiate the program correctly rather than quickly. The data about outcomes for grant recipients will be available in 2017-18. See Results Analysis for more detail.

This report demonstrates developments in the ministry's work within government to bring gender equality to the fore in policy and program development, and work with community organizations and the research and data community to integrate the lived experience of women in Alberta into an evidence-based approach to advance gender equality.

Results Analysis

Discussion and Analysis of Results

Outcome One: Gender equality is integrated in engagement, development and implementation of policy and programs to support the self determination of all women and girls in all their diversity.

Status of Women works to advance gender equality in Alberta by working with government partners and communities to develop increased knowledge, understanding and improved decision-making on issues affecting women and girls, and to develop policies and programs that meet the needs of the diversity of women in Alberta. The ministry develops capacity within government to make gender equality part of government's work. This happens by training policy makers in GBA+, and ensuring they have access to regular and reliable data, analysis and research about women's social, political and economic conditions. The ministry also strengthens community capacity to initiate or work with government on strategic approaches to advance gender equality, and connects stakeholders with each other to share information, knowledge and best practices.

The GoA has adopted GBA+ as the analytical tool to be used to assess the potential effects of policies, programs or initiatives on diverse groups of women and men, girls and boys. GBA+ is an analysis that takes into account gender and other intersecting factors[1] such as age, education, language, sexual orientation, gender identity, geography, culture and income.

Key Strategy: Expand GBA+ knowledge and capacity, so that it is integrated into all policy development and is included in government business planning, performance measurement and evaluation.

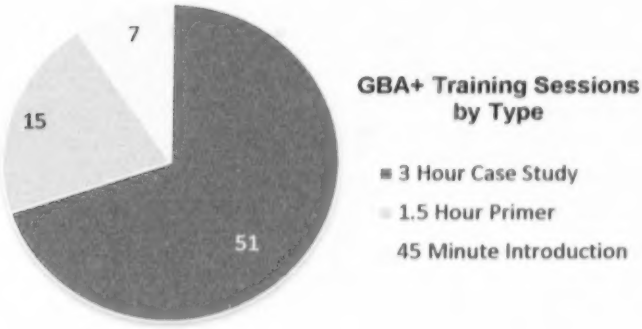
The ministry had a successful year establishing GBA+ as a new norm in GoA policy development. Capacity building within government was the priority. The ministry became the Centre of Excellence for GBA+, leading a Cross-Ministry Committee on Gender Equality – a community of practice for supporting ministries in their GBA+ accountability. Every GoA ministry has a GBA+ lead, and four ministries have established their own Centres of Responsibility for GBA+, with more set to follow in 2017-18.

In 2016-17, more than 1,500 members of the Alberta Public Service and executive teams in departments and Cabinet have received at least introductory training in the use of GBA+ in policy development, with some groups receiving advanced Train the Trainer sessions. Ministry staff delivered 72 training sessions, helping Alberta Public Service staff develop their gender and intersectional analytical skills, often basing the training on case studies with a department's current work. The number of training sessions was tracked by ministry staff and was used as a performance measure. It measures the ministry's accountability on the level of engagement and staff development throughout government to increase competency in applying GBA+ in policy and program development. The 2016-17 result exceeded the target by 44 per cent.

Performance Measure	2015-16	Target for 2016-17	2016-17 Result
Number of GBA+ training sessions delivered within Alberta Public Service	25	50	72

Source: Status of Women staff tracking of training delivery.

[1] These intersectional factors are represented by the "+" symbol in GBA+, and the phrase "intersectional analysis" in these report refers to policy analysis based on these factors in addition to gender.



The ministry exceeded the projected target of 50 GBA+ training sessions. The variance between the target and the actual result can be explained by the inexactitude of predicting how long it would take to train a complement of ministry staff to do the training, what the uptake from other ministries would be, and the primacy placed on the training by the ministry's executive team and other government agencies and departments. Fifty-one sessions were half-day trainings based on case studies from current work of participating departments. An additional fifteen sessions were 90-minute primers to introduce the topic of GBA+ and provide resources. Finally, seven sessions were 45-minute high-level strategic overviews, mostly to executive teams. The smallest group of participants was three and the largest group had more than 300 participants. Participants were asked to do the online GBA+ training provided by Status of Women Canada, so that the in-person sessions provided by the ministry could review of concepts and move into application on current policy development.

This gender and intersectional analysis training is evaluated by participants. A comprehensive evaluation strategy to assess the utility and consistency of application of government-wide GBA+ training will be implemented in 2017-18.

The ministry also provided some GBA+ training to key community stakeholders partnering on initiatives with the ministry, but the priority for training with limited resources continues to be GoA staff.

In partnership with the Policy Coordination Office, the government-wide template for decision documents for elected officials was amended in October 2016 to clarify the expectations for the inclusion of gender and intersectional analysis. This amended template ensures that consideration and evidence are presented regarding ways in which Albertans may experience different outcomes from proposed policy frameworks or strategies and embeds gender and intersectional resources into government's policy-making decisions.

With the assistance of the Ministry of Executive Council, Status of Women coordinates the tracking of gender and intersectional analysis in publically released policy frameworks and strategies. The ministry uses the results of this tracking as a Performance Measure, and set an ambitious target of 25 per cent for 2016-17. The ministry is not directly responsible for the content of submissions to Cabinet, but has an effect on the result by building capacity throughout the Alberta Public Service to ensure informed and relevant analysis is being provided with development of options and recommendations to decision makers.

Performance Measure	Target for 2016-17	2016-17 Result
Percentage of publically released Government of Alberta policy frameworks and strategies that include gender-based analysis	25%	25%

Source: Tracking by the Ministry of Status of Women staff and the Ministry of Executive Council.

In 2016-17, 25 per cent of the publically released policy strategies and frameworks contained gender and intersectional analysis. Many of the proposed policy frameworks and strategies that did not include the gender and intersectional analysis in their decision documents will be assessed before their implementation, communication and evaluation. This provides the opportunity to redress any potential unintended consequences of the analysis not being present in a previous stage. Although it is ideal to incorporate GBA+ at the start of policy development, one of the benefits of GBA+ is that it can be completed at any time in the policy development cycle to support an equality of outcomes for impacted Albertans.

A goal for 2017-18 is to support the evaluation and monitoring of the quality of these submissions, which will be enhanced by the work of each department's Centre of Responsibility for GBA+. See Performance Measure Methodology Section for detail.

Key Strategy: Better align the Persons Case Scholarship eligibility criteria to the ministry's key priority areas.

This scholarship is dedicated to post-secondary students whose studies will ultimately contribute to the advancement of women or those who are studying in fields where members of their gender are traditionally few in number. Status of Women updated the application criteria for the Person's Case Scholarship, which is open to students pursuing non-traditional fields or advancing gender equality and funded through the Alberta Heritage Scholarship Fund. The ministry promotes the Person's Case Scholarship program and works with a selection committee to adjudicate the scholarship. In 2016-17, $100,000 was awarded to 32 recipients. A GBA+ approach was used by a team consisting of ministry staff, the 2016-17 selection committee, and staff from the Ministry of Advanced Education to determine how to make the scholarship accessible to a wider variety of students while still rewarding achievement.

Key Strategy: Design and support a catalytic granting function for projects that target the ministry's priority area specific issues.

The ministry announced its granting program in November 2016 to an overwhelming response. The grants are intended to build capacity in community organizations for advancing gender equality as a means of increasing women's safety, economic security, and leadership and democratic participation, with a focus on collaboration between stakeholders. The response from community stakeholders was significant: 266 applications from community organizations collectively requested more than $14 million.

The ministry's budget for this grant program was $500,000. The ministry was able to commit an additional $1,043,000 from funds available through the operating budget within approved expense targets. Increasing the 2016-17 grants disbursement did not cause the ministry to exceed its 2016-17 supply vote of $7.55 million. A total of $1,568,000 was spent under the 2016-17 grants disbursement. Announcements identifying successful grant recipients have begun and will continue to be made in 2017-18. Performance measure results were not available at the time of writing, because grant funds were not dispersed until the end of the fiscal year. See Reader's Guide section on page 7 for more detail.

Performance Measure	Target for 2016-17	2016-17 Result
Percentage of Status of Women grant recipients reporting positive outcomes for women and girls within 6 months	90%	Data will be available in 2017-18

Source: Interim reporting from grant recipients.

Key Strategy: Facilitate collaboration among community organizations, local government and stakeholders to share information and leverage collective resources to improve social outcomes for women and girls.

The ministry facilitated collaboration among community organizations through the granting program, and through events, meetings and collaborative action sessions. The ministry is new to the ecosystem of women-serving organizations in Alberta. To grow into its role as a catalyst for enhancing community capacity for action in advancing gender equality, it is imperative that the ministry learn about the people and organizations who do that work in Alberta communities.

The ministry engages with hundreds of community organizations connected to the mandate and has spent considerable time building relationships that will lead to future efficiencies and collaboration.

The ministry hosted four collaborative action sessions with community agencies and leaders: two on reducing violence against girls, one for women in law enforcement, and one on women in science, technology, engineering and math (STEM) careers. Evaluations from these sessions were used to measure performance for the ministry to ensure accountability in our interactions with stakeholders. The sessions received high overall satisfaction scores from participants, and responses to open-ended questions provided guidance for the ministry. The ministry may expand this measure to include other community interactions, but measuring these formalized interactions was a starting point in the first full year of operations.

The ministry evaluated ministry performance by publishing the rate of satisfaction from formal meetings in which both ministry staff and the stakeholder(s) met to explore or advance a particular issue related to gender equality and agreed on follow-up by the ministry. See Performance Measure Methodology Section for detail.

Performance Measure	Target for 2016-17	2016-17 Result
Percentage of Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating	80%	100%

Source: Participant evaluations of collaborative action sessions.

Key Strategy: Create partnerships with the research and analytics community, both internal and external to government, to increase availability of research and data analysis that will enhance understanding of Alberta women and girls' issues.

Status of Women has a unique opportunity to focus on provincial research specific to women's experiences and conditions that others may not currently be collecting. Relevant research and data disaggregated by gender and other intersectional factors is a necessity for excellence in policy development to ensure equality of outcome for women and girls in all their diversity. The ministry hosted a Priority Research Question Exercise, which convened a community of researchers from across Alberta who study issues facing women and girls. The exercise helped the ministry to align priority areas of research needs to inform policy recommendations. More than 300 researchers participated in submitting research questions, and 70 researchers worked together to prioritize the most critical research questions about women's experiences and conditions in Alberta. This was a foundational step in the ongoing work to inform the ministry's paths of action within the larger Alberta context of research that contributes to these priorities and set priorities for developing partnerships and commissioning research.

The ministry formalized relationships with more than 20 data and analytics units across government, with the Office of Statistics and Information (Ministry of Treasury Board and Finance), and with Open Government in the Ministry of Service Alberta to help modernize data and analytics sharing throughout government.

Outcome Two: Public and private institutions, communities, and Albertans are actively engaged in creating the conditions that ensure equality for women and girls in all their diversity.

Status of Women worked to improve conditions for women in Alberta by increasing understanding of these conditions and developing strategic relationships and initiatives to remove systemic and structural barriers to women's equality. This work has begun to inform the development of policies and programs by taking into account the social, political, economic and legal status of women and girls. The primary focus of the work to improve the conditions for women in Alberta was on women's economic security, violence against women and girls, and women's leadership and democratic participation.

Key Strategy: Support and participate in the development of a Government of Alberta approach to developing a Child Care Framework.

Quality, affordable, flexible child care continues to present a barrier to women's participation in the workforce in Alberta. Status of Women worked with the Ministry of Children's Services to develop an Early Learning and Child Care (ELCC) pilot program to provide low-cost (no more than $25/day), high-quality, flexible child care to Alberta families. In 2016-17, the proposal for the pilot sites was developed, and eligible early learning centres applied to take part in the pilot – 22 applications were successful. The 22 new ELCC centres will support nearly 1,300 children, allow over 350 more parents to enter the workforce and create nearly 120 new child care jobs in the new centres, which will be functional in 2017-18. Lessons learned from the pilot will inform a scaled-up program to allow more women in Alberta to enter or remain in the workforce, and increase the number of child care workers employed in Alberta. This pilot program emphasizes support to vulnerable populations, including parenting teens, lone-parent families, low-income families, and culturally responsive and inclusive child care for Indigenous, immigrant and refugee children.

Key Strategy: Assist women across the province in building successful businesses.

Government needs more and better data about women-owned businesses to inform an approach that supports women expanding their businesses. Although women in Alberta are equally as likely to start a business as men, they are less likely to expand and grow that business. They are also less likely to access financial capital than men and less likely to have access to lucrative supply chains. The ministry established a cross-ministry working group to identify and address issues related to the barriers women entrepreneurs face, including a lack of access to information, access to capital and networking opportunities.

The ministry engages in research and cross-ministry policy development, analysis and support on women's economic security. For example, the ministry provided policy support to the Ministry of Labour on the government's phased increase of the minimum wage because 62 per cent of minimum wage earners in Alberta are women. This type of work will ensure that ongoing provincial work on poverty reduction has a gender and intersectional lens applied to it to highlight the different ways diverse population groups experience poverty and barriers to participation in the workforce. For example, women who identified as First Nations, Métis or Inuk[2] have lower rates of labour force participation in Alberta compared to all women in Alberta. (See table on next page.)

[2] Statistics Canada uses the term Aboriginal in this survey to refer to women who identified as First Nations, Métis or Inuk, or those who reported more than one identity. Excluded from the survey's coverage are persons living on reserves and other Aboriginal settlements. Source: *Labour force survey estimates, by Aboriginal group, sex and age group, Canada, selected provinces and regions.*

Performance Indicator Labour force participation rate in Alberta:	2012	2013	2014	2015	2016
All women	67.1%	67.0%	66.2%	66.5%	66.2%
Aboriginal Women[2]	59.4%	66.0%	66.7%	65.6%	63.4%

Source: Statistics Canada, *Labour Force Survey*.

The 2016 Aboriginal women's participation rate is 2.9 percentage points lower than the participation rate for Albertan women, and 14.1 percentage points below Aboriginal men's participation rate in Alberta. Among Aboriginal women, First Nations women had a slightly higher participation rate (64 per cent) than Métis women (63.5 per cent). Women with young children are less likely to be engaged in the labour force. Additionally, women are more likely to work part-time than men (women make up only 40.6 per cent of full-time employment). Women are also more likely to earn minimum wage than men; nearly 62 per cent of minimum wage earners are women. These numbers skew even more when intersecting identities are taken into account, such as disability and indigenous status. Aboriginal women also face education gaps and limited access to employment opportunities when living on reserve.

The differences between men's and women's participation rates can be addressed by policies and programs to increase participation in the labour force of both Aboriginal and non-Aboriginal women and help ensure they can obtain meaningful employment. There is ample evidence that when women are able to develop their full labour market potential, there can be significant macroeconomic gains[3].

Key Strategy: Develop strategies and programs to enhance the democratic participation of women.

Women's Democratic Participation

In October 2016, the ministry launched a program called Ready for Her to provide information, resources and support for women who are interested in running for elected office. The ministry hosted panel sessions in Edmonton, Calgary, Lethbridge and Medicine Hat. In each city, women who are former or current elected officials shared their experiences and gave advice to encourage others to run. Approximately 200 women attended the panel sessions across the province. A supporting webpage on http://alberta.ca guides women through the essential steps of a political campaign, explains the roles and responsibilities of elected officials and highlights the many tools and guides that are available. It is the first Alberta-specific resource of its kind.

Rates of women running for elected office continues a slow and steady increase due to a wider societal understanding of the importance of gender parity (equal rates of women and men) in politics and intentional grassroots and political movements that support women in running for elected office. Awareness efforts, campaign schools, and resources like Ready for Her help to demystify the process and create in-roads for individuals who otherwise may not have perceived of themselves as qualified to serve in elected office.

[3] International Monetary Fund, 2013. *Women, Work, and the Economy: Macroeconomic Gains from Gender Equity.*

The table below shows slight increases over the last five years in women's participation in running for elected office. The ministry monitors and reports on this rate of participation annually.

Performance Indicator	2011-12	2013	2015	2016
Percentage of candidates running for elected office in Alberta who are women:				
• in Alberta Municipal elections		26%		
• in Alberta Provincial elections	25%		30%	
• in Federal elections within Alberta	26%		27%	

Source: Municipal Affairs, Elections Alberta, and Parliament of Canada. Blank cells indicate that data is not available for reference period.

Women's Leadership

Women's leadership within the Alberta Public Service is also a focus for the ministry. The ministry and the Public Service Commission worked together to develop a maternity and parental leave transition guide, which highlights best practices that help employees and managers ensure that an employee's parental status does not limit their ability to engage and advance in the workplace.

The ministry continued to provide support to the Women in Leadership Secretariat, an employee resource group to support women's advancement in the GoA. The Secretariat comprises the volunteer leadership of six working groups who collaborate to improve the position and condition of women in the public service.

More than 700 women in the Alberta Public Service participated in women's leadership training provided by the ministry in 2016-17 to start to narrow the gender gap in leadership teams throughout government and encourage employee engagement.

Key Strategy: Develop and implement a self-serve registry for women who are ready, willing and able to serve on the government's agencies, boards and commissions.

The Public Agencies Secretariat streamlines the selection process for our public agencies, boards and commissions. The ministry worked with the province's Public Agencies Secretariat to ensure that opportunities to serve on agencies, boards and commissions are presented in ways that account for women's experiences, not just technical or prior board experience. In 2016-17, 41 per cent of those serving on GoA agencies, boards and commissions were women. Since the Public Agencies Secretariat launched the Electronic Public Agency Appointment System in September 2016, women's applications to board opportunities rose from 22 per cent of submitted applications to 35 per cent five months later in February 2017. See table below.

Performance Measure	2014-15	2015-16	Target for 2016-17	2016-17 Result
Women's representation on Government of Alberta Agencies, Boards and Commissions (%)	32%	37%	40%	41%

Source: Public Agency Secretariat

The ministry monitored this rate of representation by women on public agencies, boards and commissions as a performance measure for its first year to indicate success of the government's efforts to create conditions that advance equal gender representation. The target was met, and was likely affected by the efforts of the Public Agencies Secretariat through the online appointment system and public messaging around diverse representation as a public good and an opportunity for any Albertan with the skills and experience to do the job. See Performance Measure Methodology section for detail.
The ministry monitors and reports annually on the rate of women's representation among senior executive management in the Alberta Public Service. There has been a steady increase over the past five years to 40 per cent in the representation of women in both government senior executive management and those who serve on GoA agencies, boards and commissions.

Performance Indicator	2012-13	2013-14	2014-15	2015-16	2016-17
Senior executive managers in the Government of Alberta Public Service who are women[4]	34%	36%	38%	39%	40%

Source: Public Service Commission

Key Strategy: Collaborate with key partners, and governments at all levels, to address persistent and emerging issues, influence decisions and actions of key players, and seek innovative strategies to prevent and end violence against women and girls.

Sexual violence

There is a significant lack of data about gender-based violence in Alberta. The ministry monitors the rate of sexual violence for Albertans 15 years and older. This self-reported data, collected by Statistics Canada, asked respondents whether they had experienced being touched in an unwanted sexual manner or being forced to have unwanted sexual activity in the past 12 months. By this measure, Alberta has one of the highest rates of sexual violence in Canada. Statistics Canada collects this data every four years, and the rate for 2016 is not yet available. The data is not disaggregated by gender, but rates of sexual violence are significantly higher for women than for men[5], and higher yet for Indigenous women and girls and other women who experience marginalization. This indicator is used as a proxy while an Alberta-specific annual indicator is developed. (See table on next page.)

The ministry also monitors the rate of police-reported intimate partner violence for Alberta women, data that is available from Statistics Canada every two years. Intimate partner violence refers to violence committed by married, separated or divorced persons, current and former common-law partners, dating partners and other intimate partners. This data includes survivors aged 15 to 89 and excludes incidents where the age or sex of the survivor was unknown and where the relationship between the survivor and the accused was unknown. More data will be available in 2017.

Both indicators appear to be trending lower, but more data is required to confirm and more research is needed to attribute a reason for a change in the rate.

[4] Executive Managers include Deputy Minister, Senior Official, Assistant Deputy Minister, Executive Manager 2, and Executive Manager 1.

[5] In self-reported data, Statistics Canada found that women reported being sexually assaulted approximately seven times more than men and, and Aboriginal (Indigenous) women reported being victims of violent incidents approximately 2.7 times more than non-Aboriginal Women (GSS, 2014). In 2015 police-reported data, women reported being victims of violent crime almost four times more than men (Statistics Canada & Canadian Centre for Justice Statistics, 2015).

Performance Indicator	Historical Result	Historical Result	2016
Rate of sexual assault for Albertans 15 years and older	33 per 1,000 population (2009)	25 per 1,000 population (2014)	not available
Rate of police-reported intimate partner violence for Alberta women	689 per 100,000 Population (2011)	623 per 100,000 Population (2013)	not available

Source: Statistics Canada, *Victimization incidents reported by Canadians, by type of offence and province, 2014* and *Victims of police-reported intimate partner violence, by sex of victim, province and territory*, 2013.

Family violence

The ministry participates at all levels of the governance structure for the *Family Violence Hurts Everyone Framework*.

Violent crimes against Indigenous women and girls

Alongside the Ministry of Indigenous Relations, the ministry co-leads the United Nations Declaration on the Rights of Indigenous People Proposal 4E: "collaborate with Indigenous communities on the development of anti-violence programs to increase the safety of Indigenous women and girls". In addition, the ministry has developed and maintained strong relationships with Indigenous stakeholder organizations such as the Institute for the Advancement of Aboriginal Women. The ministry participated on an on-going working group focussed on implementation of the National Inquiry into Missing and Murdered Indigenous Women and Girls, which included providing input into the establishment of the Alberta Commission of the National Inquiry into Missing and Murdered Indigenous Women and Girls, which was established through an Order in Council in September 2016.

Key Strategy: Work with the City of Edmonton on their gender-based violence initiative, including the development of a proposal for the United Nations Safer Cities Initiative.

Together with the Ministry of Community and Social Services, Status of Women staff meet quarterly with City of Edmonton representatives to collaborate on the City of Edmonton's Gender-Based Violence Prevention Initiative. The ministry partnered with the City of Edmonton and United Nations (UN) Women to lead the planning, development and implementation of the UN Safe Cities Initiative in Edmonton. This is the first global initiative that supports cities in developing approaches to the prevention of and response to sexual violence against women and girls in public spaces. The ministry provided $25,000 to support the first phase of a scoping study which was undertaken in 2016-17 to gather more information about sexual harassment and other forms of sexual violence against women and girls in Edmonton. The research comes from existing data and engagement with Community-Based Organizations. The ministry has committed a 0.5 full-time equivalent staff to this initiative.

Global, National, Provincial and Territorial connections

The minister attended the 61st conference of the United Nations Commission on the Status of Women (UNCSW), March 12-15, 2017. The UNCSW is the main global intergovernmental or international body exclusively dedicated to the promotion of gender equality and the empowerment of women. The meeting provided the opportunity to hear about new and innovative practices from across the globe that can be applied to advancing gender equality in Alberta. In this forum, the ministry was able to meet with high level representatives of the UN Permanent Canadian Mission in New York as well as other officials from other country delegations and the UN System, and strengthen alliances with other federal, provincial and territorial ministers. Status of Women contributes regularly to the GoA's response to various international human rights reports, including the Convention on the Elimination of All Forms of Discrimination against Women, an international legal instrument that requires countries to eliminate discrimination against women in all areas and promotes women's equal rights.

The ministry hosted the Federal/Provincial/Territorial (FPT) forum of Ministers Responsible for the Status of Women in September 2016 in Edmonton. Ministers addressed the priority issues of ending violence against women and girls, reducing the gender wage gap, enhancing the use of GBA+ in decision-making as a critical tool for advancing gender equality, and child care. This forum is an asset to policy development in Alberta; ideas, approaches and lessons learned from other Canadian jurisdictions can contribute to policies that work in Alberta and interprovincial cooperation. Task teams from this forum meet quarterly by teleconference to advance the direction provided by FPT ministers.

Results Analysis

Performance Measure Methodology

These notes are intended to provide supplemental information about performance measure methodology in addition to what is presented in the Results Analysis section.

1a. Percentage of publically released Government of Alberta policy frameworks and strategies that include gender-based analysis

Description: This measure reports the percentage of decision-making documents submitted to Cabinet to support proposed policy frameworks or strategies that contain gender and intersectional analysis.

Method: An inventory of policy frameworks and strategies under development is created through referencing the GoA archive of public announcements. This sample list is reviewed by the Ministry of Executive Council for a determination of whether or not gender and intersectional analysis was incorporated into final decision documents. The percentage of publically announced policy frameworks and strategies that include gender and intersectional analysis is determined by dividing the total number of submissions that included this type of analysis by the total number of items in the sample list.

Analysis of Results: 2016-17 was the first year for this measure, and 25 per cent of the sample was determined to contain gender and intersectional analysis. This rate was affected by the capacity of the ministry to provide policy support to ministries preparing submissions to Cabinet, and by the amendment to the decision document template to include gender and intersectional analysis in October 2016, late into the fiscal year. Decision documents in the sample submitted in the initial six months of the 2016-17 year would not have mandated the inclusion of gender and intersectional information, but GBA+ may have been completed, as Cabinet and hundreds of staff across government participated in GBA+ training during this time. Gender and intersectional considerations may have emerged during critical discussions on the ways in which these policies impact Albertans differently.

This measure will be a Performance Indicator in 2017-20. The ministry's intent for 2017-20 is to develop, in collaboration with partners, a rigorous method to assess the quality of the gender and intersectional analysis in these decision-making documents as a gender mainstreaming best practice to ensure consistent and relevant application of GBA+ throughout government.

1b. Percentage of Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating

Description: This measure tracks the satisfaction of stakeholders and community with collaborative engagement facilitated by the ministry on gender equality issues. This measure reports the percentage of the total number of sessions receiving a high satisfaction rating. The measure refers only to sessions hosted by the ministry, where both ministry staff and the stakeholder(s) are meeting to explore or advance a particular issue related to gender equality and agree that there will be follow-up by the ministry.

Method: The measure is calculated by aggregating the data on evaluation forms submitted by participants. Responses to the statement "Overall I was satisfied with the session" scoring "Strongly Agree" or "Agree" were tabulated for each session. A session is considered to receive a "high satisfaction rating" when 80 per cent or more of the respondents indicated "Strongly Agree" or "Agree" to the statement on overall satisfaction.

Analysis of Results: 2016-17 is the first year for this measure. Four collaborative action sessions were hosted by the ministry, and they fit the criteria for the measure. Data was used from three of the four sessions to calculate the result. Data was inadequate to calculate this measure for one of the sessions; only

three evaluations were received from a session with 15 participants. This was a learning opportunity for staff, who then had participants complete evaluations before leaving the session. Of the remaining three sessions, the percentage of respondents indicating overall satisfaction were 100 per cent (n=18), 92 per cent (n=26), and 83 per cent (n=12).

1c. Percentage of Status of Women grant recipients reporting positive outcomes for women and girls within 6 months

Description: This measure tracks short-term positive outcomes relating to the advancement of gender equality resulting from the implementation of programs or projects funded in part or in whole by the ministry. The data source is interim grant reports, which the ministry's grant recipients are required to submit within six months of receipt of the grant. The purpose of this reporting is to assess aggregate, quantitative short-term results to monitor the interim overall effects on the stakeholder community as a result of the granting program. Analysis of aggregated data will indicate the percentage of grant recipients reporting positive outcomes.

Results analysis: In 2016-17, there is no data to report for this measure. Grants for 2016-17 were not dispersed until the end of the fiscal year due to significant demand and the challenges of developing and administering a grant program for the first time with lean staffing and a new team. The data source is interim reporting documents that will be submitted as a grant requirement by late 2017. Data from these reports will be aggregated and reported on in 2017-18.

1d. Number of GBA+ training sessions delivered within Alberta Public Service

Description: This measure indicates the level of engagement throughout government to increase competency in applying gender based analysis in policy and program development.

Method: It is calculated by a simple count of sessions documented by ministry staff in a tracking spreadsheet.

Results Analysis: The 2016-17 result exceeded the target by 44 per cent. This training was a priority for Executive Team to develop baseline GBA+ capacity in strategic areas of government and maximize Alberta Public Service staff capacity for training. There was steady uptake for the training from departments across the GoA, and the establishment of the Cross-Ministry Committee on Gender Equality contributed to this demand. In addition, the requirement of gender and intersectional analysis in Cabinet Reports in October 2016 made the training a strategic staff development initiative for departments developing policy that requires Cabinet approval.

2a. Women's representation on Government of Alberta Agencies, Boards and Commissions

Description: This measure indicates success of the government's efforts to create conditions that advance equal gender representation on government agencies, boards and commissions.

Method: The data source for this measure is a report from Public Agencies Secretariat: *Website & Diversity Analytics* (p.7), March 2017, which reports on Total Active Members by Gender. Data is current as of April 1, 2017.

Results Analysis: The target was met, and was likely affected by the efforts of the Public Agencies Secretariat through the online appointment system and public messaging around diverse representation as a public good and an opportunity for any Albertan with the skills and experience to do the job. The ministry is not directly responsible for this outcome and will be monitoring this rate of women's representation on public agencies as a Performance Indicator in 2017-20.

Ministry of Status of Women

FINANCIAL STATEMENTS

For the year ended March 31, 2017

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Independent Auditor's Report

To the Members of the Legislative Assembly

Report on the Financial Statements

I have audited the accompanying financial statements of the Ministry of Status of Women, which comprise the statement of financial position as at March 31, 2017, and the statements of operations, change in net debt and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Ministry of Status of Women as at March 31, 2017, and the results of its operations, its changes in net debt and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

[Original signed by Merwan N. Saher FCPA, FCA]
Auditor General

June 1, 2017

Edmonton, Alberta

MINISTRY OF STATUS OF WOMEN

STATEMENT OF OPERATIONS

Year ended March 31, 2017

	2017		2016
	Budget	**Actual**	**Actual**
		(in thousands)	
Revenues			
Government Transfers			
Federal and Other Government Grants	$ -	$ 7	$ -
	-	7	-
Expenses – Directly Incurred (Note 2(b) and Schedules 1, 2, 3 and 5)			
Programs			
Ministry Support Services	2,981	2,387	726
Gender Equality and Advancement	2,280	2,830	481
Gender Policy, Strategy and Innovation	2,289	1,793	8
	7,550	7,010	1,215
Annual Deficit	$ (7,550)	$ (7,003)	$ (1,215)

The accompanying notes and schedules are part of these financial statements.

MINISTRY OF STATUS OF WOMEN

STATEMENT OF FINANCIAL POSITION

As at March 31, 2017

	2017	2016
	(in thousands)	
Financial Assets	$ -	$ -
Liabilities		
Accounts Payable and Accrued Liabilities (Note 3)	2,035	187
Net Debt	(2,035)	(187)
Non-Financial Assets		
Tangible Capital Assets (Note 4)	11	-
Net Liabilities	$ (2,024)	$ (187)
Net Liabilities at Beginning of Year	$ (187)	$ (30)
Annual Deficit	(7,003)	(1,215)
Net Financing Provided from General Revenues	5,166	1,058
Net Liabilities at End of Year	$ (2,024)	$ (187)

Contractual Obligations (Note 5)

The accompanying notes and schedules are part of these financial statements.

MINISTRY OF STATUS OF WOMEN

STATEMENT OF CHANGE IN NET DEBT

Year ended March 31, 2017

	2017		2016
	Budget	Actual	Actual
		(in thousands)	
Annual Deficit	$ (7,550)	$ (7,003)	$ (1,215)
Acquisition of Tangible Capital Assets (Note 4)	(50)	(13)	
Amortization of Tangible Capital Assets (Note 4)	10	2	
Net Financing Provided from General Revenue		5,166	1,058
(Increase) in (Net Debt)		$ (1,848)	$ (157)
(Net Debt) at Beginning of Year		(187)	(30)
(Net Debt) at End of Year		$ (2,035)	$ (187)

The accompanying notes and schedules are part of these financial statements.

MINISTRY OF STATUS OF WOMEN

STATEMENT OF CASH FLOWS

Year ended March 31, 2017

	2017	2016
	(in thousands)	
Operating Transactions		
Annual Deficit	$ (7,003)	$ (1,215)
Non-cash items included in Net Operating Results		
Amortization of Tangible Capital Assets (Note 4)	2	-
	(7,001)	(1,215)
Increase in Accounts Payable and Accrued Liabilities	1,848	157
Cash (Applied to) Operating Transactions	(5,153)	(1,058)
Capital Transactions		
Acquisition of Tangible Capital Assets (Note 4)	(13)	-
Cash (Applied to) Capital Transactions	(13)	-
Financing Transactions		
Net Financing Provided from General Revenues	5,166	1,058
Cash Provided by Financing Transactions	5,166	1,058
Increase (Decrease) in Cash and Cash Equivalents	-	-
Cash and Cash Equivalents at Beginning of Year	-	-
Cash and Cash Equivalents at End of Year	$ -	$ -

The accompanying notes and schedules are part of these financial statements.

NOTE 1 AUTHORITY AND PURPOSE

The Ministry of Status of Women (the ministry) operates under the authority of the *Government Organization Act*, Chapter G-10, Revised Statutes of Alberta 2000.

The ministry works collaboratively with government and community partners to advance gender equality in Alberta, leading the Government of Alberta's work to integrate a gendered lens into policies and programs to improve the lives of women and girls, and thereby strengthen the province as a whole. The ministry works to advance gender equality in Alberta in the following policy areas:

- women's economic security, including child care;
- preventing and addressing gender-based violence; and
- increasing women's leadership and democratic participation.

The ministry will work with other departments to ensure that Alberta leads the way in advancing gender equality as an integral part of a prosperous future with full social and economic participation by all Albertans.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES

These financial statements are prepared in accordance with Canadian public sector accounting standards.

(a) Reporting Entity

The reporting entity is the Ministry of Status of Women for which the Minister of Status of Women is accountable.

All departments of the Government of Alberta operate within the General Revenue Fund (the Fund). The Fund is administered by the President of Treasury Board and Minister of Finance. All cash receipts of departments are deposited into the Fund and all cash disbursements made by departments are paid from the Fund. Net financing provided from general revenues is the difference between all cash receipts and all cash disbursements made.

(b) Basis of Financial Reporting

Revenue
All revenues are reported on the accrual basis of accounting. Cash received for which goods or services have not been provided by year-end is recognized as unearned revenue.

Government Transfers
Transfers from the Government of Alberta (GoA), federal and other governments are referred to as government transfers.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (Cont'd)

(b) Basis of Financial Reporting (Cont'd)

Revenue (Cont'd)

Government Transfers (Cont'd)

Government transfers are recognized as deferred capital contributions and deferred revenue if the eligibility criteria of the transfer, or the stipulations together with the ministry's actions and communications as to the use of transfers create a liability.

These transfers are recognized as revenues, as the stipulations are met and, when applicable, the ministry complies with its communicated uses of these transfers.

All other government transfers, without terms for the use of the transfer, are recognized as revenue when the transfer is authorized and the ministry meets the eligibility criteria (if any).

Expenses

Directly Incurred

Directly incurred expenses are those costs the ministry has primary responsibility and accountability for, as reflected in the government's budget documents.

In addition to program operating expenses such as salaries, supplies, etc., directly incurred expenses also include:

- amortization of tangible capital assets,
- pension costs, which are the cost of the employer contributions for current service of employees during the year, and
- valuation adjustments, which include changes in the valuation allowances used to reflect financial assets at their net recoverable or other appropriate value. Valuation adjustments also represent the change in management's estimate of future payments arising from obligations relating to vacation pay.

Grants are recognized as expenses when authorized, eligibility criteria, if any, are met and a reasonable estimate of the amount can be made.

Incurred by Others

Services contributed by other entities in support of the ministry operations are not recognized and are allocated to programs in Schedule 5.

Valuation of Financial Assets and Liabilities

Fair value is the amount of consideration agreed upon in an arm's length transaction between knowledgeable and willing parties who are under no compulsion to act.

The fair values of Accounts Payable and Accrued Liabilities are estimated to approximate their carrying value because of the short term nature of these instruments.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (Cont'd)

(b) Basis of Financial Reporting (Cont'd)

Financial Assets
Financial assets are assets that could be used to discharge existing liabilities or finance future operations and are not for consumption in the normal course of operations.

Financial assets of the ministry are limited to financial claims, such as advances to and receivables from other organizations, employees and other individuals.

Liabilities
Liabilities are present obligations of government to others arising from past transactions or events, the settlement of which is expected to result in the future sacrifice of economic benefits.

Non-Financial Assets
Non-financial assets are acquired, constructed or developed assets that do not normally provide resources to discharge existing liabilities, but instead:

a) are normally employed to deliver government services;
b) may be consumed in the normal course of operations; and
c) are not for sale in the normal course of operations.

Non-financial assets of the ministry are limited to tangible capital assets.

Tangible Capital Assets
Tangible capital assets of the ministry are recognized at historical cost and amortized on a straight-line basis over the estimated useful lives of the assets. The threshold for capitalizing new systems development is $250,000 and the threshold for major systems enhancement is $100,000. The threshold for all other tangible capital assets is $5,000.

Amortization is only charged if the tangible capital asset is put into service.

When physical assets (tangible capital assets) are gifted or sold for a nominal sum, the net book value of these physical assets, less any nominal proceeds, are recognized as grants in kind.

Assets acquired by right are not included.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (Cont'd)

(b) Basis of Financial Reporting (Cont'd)

Measurement Uncertainty
(in thousands)

Measurement uncertainty exists when there is a variance between the recognized or disclosed amount and another reasonably possible amount. Accounts Payable and Accrued Liabilities, recorded as $2,035 (2016 - $187) is subject to measurement uncertainty.

Estimates and assumptions are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Actual results could differ from these estimates.

(c) Future Accounting Changes

The Public Sector Accounting Board issued the following accounting standards:

- **PS 2200 Related Party Disclosures and PS 3420 Inter-Entity Transactions (effective April 1, 2017)**
  PS 2200 defines a related party and establishes disclosures required for related party transactions; PS 3420 establishes standards on how to account for and report transactions between public sector entities that comprise a government's reporting entity from both a provider and recipient perspective.

- **PS 3210 Assets, PS 3320 Contingent Assets, and PS 3380 Contractual Rights (effective April 1, 2017)**
  PS 3210 provides guidance for applying the definition of assets set out in Financial Statement Concepts, Section PS 1000, and establishes general disclosure standards for assets; PS 3320 defines and establishes disclosure standards on contingent assets; PS 3380 defines and establishes disclosure standards on contractual rights.

- **PS 3430 Restructuring Transactions (effective April 1, 2018)**
  This standard provides guidance on how to account for and report restructuring transactions by both transferors and recipients of assets and/ or liabilities, together with related program or reporting responsibilities.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (Cont'd)

(c) Future Accounting Changes (Cont'd)

- **PS 3450 Financial Instruments (effective April 1, 2019)**
  Adoption of this standard requires corresponding adoption of: PS 2601 Foreign Currency Translation; PS 1201 Financial Statement Presentation; and PS 3401 Portfolio Investments in the same fiscal period. These standards provide guidance on: recognition, measurement and disclosure of financial instruments; standards on how to account for and report transactions that are denominated in a foreign currency; general reporting principles and standards for the disclosure of information in financial statements; and how to account for and report portfolio investments. The ministry has not yet adopted this standard and has the option of adopting in fiscal year 2019-20 or earlier.

Management is currently assessing the impact of these standards on the financial statements.

NOTE 3 ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

(in thousands)

	2017	2016
Accounts Payable General	$ 9	$ 1
Accrued Liabilities	1,559	15
Vacation Pay	467	171
	$ 2,035	$ 187

NOTE 4 TANGIBLE CAPITAL ASSETS

(in thousands)

	Computer Hardware and Software	2017 Total	2016 Total
Estimated Useful Life	3 – 10 years		
Historical Cost			
Beginning of Year	$ -	$ -	$ -
Additions	13	13	-
Disposals, Including Write-downs	-	-	-
	$ 13	$ 13	$ -
Accumulated Amortization			
Beginning of Year	-	-	-
Amortization Expense	2	2	-
Effect of Disposals	-	-	-
	2	2	-
Net Book Value at March 31, 2017	$ 11	$ 11	
Net Book Value at March 31, 2016	$ -		$ -

NOTE 5 CONTRACTUAL OBLIGATIONS

(in thousands)

Contractual obligations are obligations of the ministry to others that will become liabilities in the future when the terms of those contracts or agreements are met.

	2017	2016
Service Contracts	$ 43	$ -
	$ 43	$ -

Estimated payment requirements for each of the next five years and thereafter are as follows:

Obligations Under Contracts	Total
2017-18	$ 43
	$ 43

NOTE 6 BENEFIT PLANS

(in thousands)

The ministry participates in the multi-employer pension plans: Management Employees Pension Plan, Public Service Pension Plan and Supplementary Retirement Plan for Public Service Managers. The expense for these pension plans is equivalent to the annual contribution of $597 for the year ended March 31, 2017 (2016 – $151). Ministries are not responsible for future funding of the plan deficit other than through contribution increases.

At December 31, 2016, the Management Employees Pension Plan reported a surplus of $402,033 (2015 – surplus $299,051), the Public Service Pension Plan reported a surplus of $302,975 (2015 – deficiency $133,188) and the Supplementary Retirement Plan for Public Service Managers reported a deficiency of $50,020 (2015 – deficiency $16,305).

The ministry also participates in two multi-employer Long Term Disability Income Continuance Plans. At March 31, 2017, the Bargaining Unit Plan reported a surplus of $101,515 (2016 – surplus $83,006) and the Management, Opted Out and Excluded Plan a surplus of $31,439 (2016 – surplus $29,246). The expense for these two plans is limited to employer's annual contributions for the year.

NOTE 7 COMPARATIVE FIGURES

Certain 2016 figures have been reclassified to conform to the 2017 presentation.

NOTE 8 APPROVAL OF FINANCIAL STATEMENTS

The deputy minister and the senior financial officer approve these financial statements.

MINISTRY OF STATUS OF WOMEN **Schedule 1**

SCHEDULE TO FINANCIAL STATEMENTS

EXPENSES – DIRECTLY INCURRED DETAILED BY OBJECT

Year ended March 31, 2017

	2017		2016
	Budget	Actual	Actual
	(in thousands)		
Salaries, Wages and Employee Benefits	$ 4,999	$ 4,435	$ 871
Supplies and Services	1,791	469	201
Supplies and Services from Support Service Arrangements with Related Parties [1]	240	240	-
Grants	500	1,568	-
Financial Transactions and Other	10	296	143
Amortization of Tangible Capital Assets	10	2	-
	$ 7,550	$ 7,010	$ 1,215

[1] Status of Women receives financial and administrative services from the Ministry of Environment and Parks and Freedom of Information and Protection of Privacy services from the Ministry of Community and Social Services / Children's Services.

MINISTRY OF STATUS OF WOMEN **Schedule 2**

SCHEDULE TO FINANCIAL STATEMENTS

LAPSE/ENCUMBRANCE

Year ended March 31, 2017

	Voted Estimate [1]	Supplementary Estimate [2]	Adjust-ments[3]	Adjusted Voted Estimate	Voted Actuals [4]	Unexpended (Over Expended)
			(in thousands)			
Program Operating						
Ministry Support Services						
1.1 Minister's Office	$ 140	$ -	$ -	$ 140	$ 140	$ -
1.2 Deputy Minister's Office	680	-	-	680	722	(42)
1.3 Communications	694			694	383	311
1.4 Corporate Services	1,447	-	-	1,447	844	603
	2,961	-	-	2,961	2,089	872
Gender Equality and Advancement	2,280	-	-	2,280	2,830	(550)
Gender Policy, Strategy and Innovation	2,289	-	-	2,289	1,793	496
Total	$ 7,530	$ -	$ -	$ 7,530	$ 6,712	$ 818
Lapse/(Encumbrance)						$ 818
Program – Capital Investment						
Ministry Support Services						
1.4 Corporate Services	$ 50	$ -	$ -	$ 50	$ 13	$ 37
Total	$ 50	$ -	$ -	$ 50	$ 13	$ 37
Lapse/(Encumbrance)						$ 37

(1) As per "Operational Vote by Program", pages 227-231 of 2016-17 Government Estimates.

(2) No supplementary estimates.

(3) Adjustments include encumbrances, capital carry forward amounts and credit or recovery increases approved by Treasury Board and credit or recovery shortfalls. An encumbrance is incurred when, on a vote by vote basis, the total of actual disbursements in the prior year exceed the total adjusted estimate. All calculated encumbrances from the prior year are reflected as an adjustment to reduce the corresponding voted estimate in the current year.

(4) Actuals exclude non-voted amounts such as amortization and valuation adjustments.

MINISTRY OF STATUS OF WOMEN **Schedule 3**

SCHEDULE TO FINANCIAL STATEMENTS

SALARY AND BENEFITS DISCLOSURE

Year ended March 31, 2017

	2017				2016
	Base Salary [1]	Other Cash Benefits [2]	Other Non-cash Benefits [3]	Total	Total
Deputy Minister [4] [5]	$ 285,877	$ -	$ 98,005	$ 383,882	$ 270,237
Executives					
ADM, Gender Policy, Strategy & Innovation [5]	198,922	-	59,953	258,875	150,718
Executive Director, Gender Equality & Advancement [6]	146,505	-	46,156	192,661	3,416
Director, Corporate Services [7]	125,828	-	36,468	162,296	-
Director, Communications [7]	119,091	-	32,634	151,725	-

(1) Base Salary includes pensionable base pay.

(2) Other cash benefits include vacation payouts and lump sum payments. There were no bonuses paid in 2017.

(3) Other non-cash benefits include the government's share of all employee benefits and contributions or payments made on behalf of employees including pension, supplementary retirement plans, health care, dental coverage, group life insurance, short and long term disability plans, professional memberships, tuition fees and health spending benefit.

(4) Automobile provided, no dollar amount included in other non-cash benefits.

(5) This position was created when the ministry was established on June 30, 2015; therefore, the prior year total is not for a complete fiscal year.

(6) This position was not filled until March 21, 2016; therefore, the prior year total is not for a complete fiscal year.

(7) These positions were appointed to the Executive Team effective April 1, 2016.

MINISTRY OF STATUS OF WOMEN **Schedule 4**

SCHEDULE TO FINANCIAL STATEMENTS

RELATED PARTY TRANSACTIONS

Year ended March 31, 2017

(in thousands)

Related parties are those entities consolidated or accounted for on the modified equity basis in the Government of Alberta's consolidated financial statements. Related parties also include key management personnel in the ministry.

The ministry and its employees paid or collected certain taxes and fees set by regulation for premiums, licences and other charges. These amounts were incurred in the normal course of business, reflect charges applicable to all users, and have been excluded from this Schedule.

The ministry had the following transactions with related parties reported on the Statement of Operations and the Statement of Financial Position at the amount of consideration agreed upon between the related parties:

	Other Entities	
	2017	2016
Expenses – Directly Incurred		
Other Services	$ 107	$ 40
	$ 107	$ 40

MINISTRY OF STATUS OF WOMEN

SCHEDULE TO FINANCIAL STATEMENTS

ALLOCATED COSTS

Year ended March 31, 2017

(in thousands)

Schedule 5

	2017					2016
		Expenses – Incurred by Others				
Program	**Expenses [1]**	**Accommodation Costs [2]**	**Legal Services [3]**	**Business Services [4]**	**Total Expenses**	**Total Expenses**
Ministry Support Services	$ 2,387	$ 261	$ 63	$ 39	$ 2,750	$ 1,286
Gender Equality and Advancement	2,830	-	-	-	2,830	979
Gender Policy, Strategy and Innovation	1,793	-	-	-	1,793	589
	$ 7,010	$ 261	$ 63	$ 39	$ 7,373	$ 2,854

[1] Expenses – Directly Incurred as per Statement of Operations.

[2] Costs shown for Accommodation, all allocated to Ministry Support Services.

[3] Costs shown for Legal Services, all allocated to Ministry Support Services.

[4] Costs shown for Business Service, allocated by costs in certain programs includes Administration for $36 (2016 - $7) and Corporate Human Resources Learning for $3 (2016 - $1).

Other Statutory Reports

Statutes of Alberta Chapter P-39.5 – *Public Interest Disclosure (Whistleblower Protection) Act*

s. 32 of the *Public Interest Disclosure (Whistleblower Protection) Act* requires the chief officer of a department to report annually on all disclosures made to the designated officer of the department, public entity or office of the Legislature for which the chief officer is responsible.

This constitutes the annual report of the chief officer of the department covering the period of April 1, 2016 to March 31, 2017.

There have been no disclosures received by, acted on or not acted on by the designated officer; therefore there have been no investigations commenced by the designated officer as the result of disclosures, and there are no data to report in relation to the reporting.